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UNITED STATES DEPARTMENT OF AGRICULTURE BUREAU OF AGRICULTURAL ECONOMICS

LABOR AND OTHER FACTORS INFLUENCING DATRY PRODUCTION IN
A WISCONSIN DATRY COUNTY, NOVEMBER 1942

Milwaukee, Wieconsin November 25, 1942

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SUMMARY

- Farm labor situations and farm adjustments were discussed with farm operators and recorded for 102 farms in Jefferson County, Wisconsin.
- 2. Three groups of farmers of 10 each met to discuss dairy production problems with special reference to dairy labor.
- 3. Family labor provided 88 percent of all labor used on Jefferson County farms in 1942. Hired labor made up 12 percent.
- 4. There was a little less labor hired in 1942 than in 1941. Extra family labor made up the difference.
- 5. Livestock numbers were increased in Jefferson County in 1942 over 1941 with no increase in labor force.
- 6. Farm operators worked longer hours, wives spent more time at farm labor, and sons spent more time out of school to help in 1942.
- 7. Men of military age provided 20.4 percent of the total labor supply on Jefferson County farms in 1942. Labor of farmers' sons of military age made up 10.8 percent and hired men of military age made up 9.6 percent of all farm labor.
- 8. Drafting of farm laborers has not disrupted production in Jefferson County. Less than 100 farm laborers have been drafted while 645 have been deferred.
 - 9. Uncertainty of whether workers of military age will be available for work for longer than 5 months at a time is a very important hazard to production planning. It is retarding possible increases in production.
- 10. Farm wages have increased more than farm prices. Short time day labor is difficult to find but is being provided by farmers' sons and operators of small farms. Year round married hands are being maintained by those with housing facilities.
- 11. Curtailment in the dairy labor force has not yet been an important factor in curtailing dairy production in Wisconsin. Cow numbers are still at peak levels.
- 12. Milk production in Wisconsin for the 12 months ending October 1942 was 105 percent of the previous 12 months. Milk production in Jefferson County so far this year is 3 percent above a similar period last year.
- 13. Productive dairy cows are not being sent to slaughter. Unproductive cull cows bring good prices as beef but still much below the price paid by an active demand for milk cows.

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THE FARLI LABOR SITUATION ON MISCONSIN DATRY FARMS

Prepared by the

North Central Regional Office

of the

Bureau of Agricultural Economics Milwaukee, Wisconsin

November 1942

This report is made at the request of the Office of the Secretary of Agriculture for information on the dairy situation in Wisconsin. Items of information requested include information on wage rates to dairy workers, labor supply, maintenance of dairy cow numbers and production, and price and marketing problems affecting returns to dairy farmers.

In selecting the area for field study, in planning the study, and in securing information from available sources and from informed persons, the following agencies and offices actively participated with the Bureau of Agricultural Economics: The Federal-State Crop Reporting Service, the Wisconsin Agricultural Experiment Station, the Wisconsin Agricultural Extension Service, the Wisconsin U.S. Department of Agriculture War Board, the Jefferson County U.S. Department of Agriculture War Board, and the U.S. Employment Service.

Jefferson County in southeastern Wisconsin was selected for a study of individual farm situations. Farm labor situations and farm adjustments were discussed with the farm operator and recorded for 102 farms in the county. In addition, three groups of farmers of 10 each were called

BAE staff and a representative of the Wisconsin Agricultural Experiment
Station the dairy production problems with special reference to farm
labor. These three groups of farms represented (1) those farms with less
than 12 cows, (2) those with 12-19 cows, and (3) those with 20 cows or
more. The County U. S. Department of Agriculture War Board assisted in
the selection of well-informed farmers to attend these meetings.

Jefferson County is considered typical of southern Wisconsin dairy production representing one-half of the production in the State. Hilk is produced for cheese factories, condenseries, creameries, and for whole milk within the county.

I. THE DAIRY-FARM LABOR FORCE

The agricultural census shows 28 percent of all Wisconsin farmers hired some labor in September 1940. Eighteen percent hired labor by the month. In Jefferson County, 36 percent of all farms hired some labor and 26 percent hired labor by the month, according to the 1940 census.

On the 102 farms in Jefferson County on which records were taken, 62 percent hired some labor in 1942 and 58 percent hired labor in 1941.

From the standpoint of appraising the effect on dairy farms by of further depletion of hired workers or loss of family workers, the following points are significant:

- 1. Eighty-eight percent of all work on farms in Jefferson County was provided by the farmer and his family in 1942. In 1941, 85 percent.
- 2. Twelve percent of all work on farms in Jefferson County was hired in 1942. In 1941, 15 percent.

2. To low per cast of all matter or farms in defining the state of the

- J. Sons of military ago performed 10.8 percent of All orders on farms in Jefferson County in 1942. In 1941, It percent.
- 4. Hired labor of military age performed 9.6 percent of all work on farms in Jefferson County.

Farms with less than 12 cows hired only 1.3 percent of their labor with farms milking 20 or more cows hired 27.4 percent.

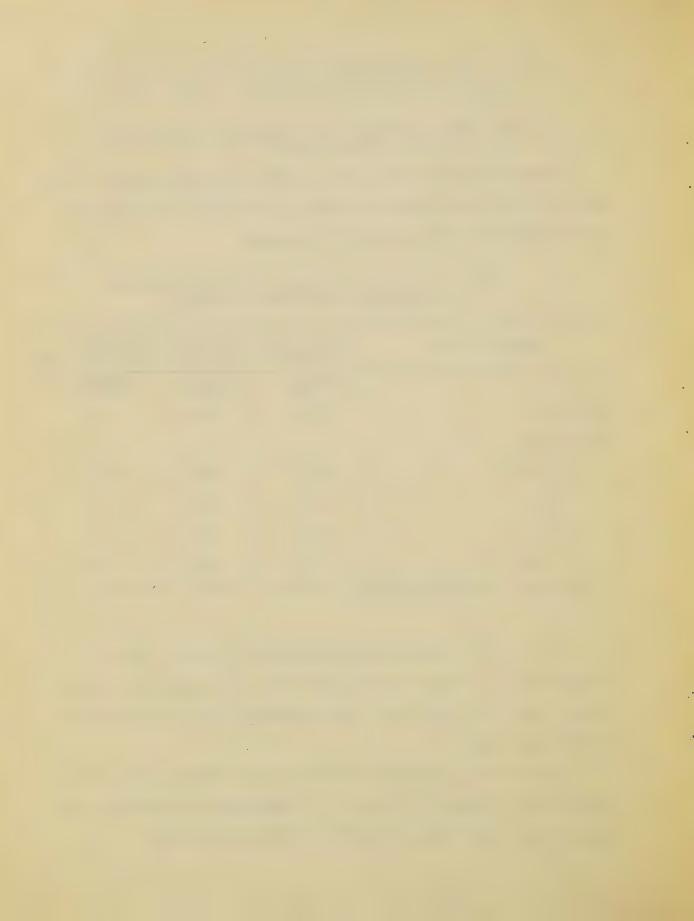
Relative Proportions of Hired Labor and Family Labor on Jefferson County Farms in 1942 1/

Source of labor	Proportion of total labor used in 1942				
	204 coms	:	12-19 cows	all or tess por	
8	Percent	3	Percent	Percent	
ired labor	27.4	:	10.0	1.3	
family labor:		ı		:	
Operator	44.5	:	55.0	74.8	
Wife	5.1		11.7	18.9	
Son	21.6	:	20.0	3.0	
Other	1.4	1	3.3	2.0	

^{1/ 102} farms in Jefterson County.

On the farms with few cows, the proportion of labor furnished to the operator and his wife is much higher than on the larger farms. Hirod men and labor by some made up a large proportion of the total labor uned on the larger farms.

The amount of man-labor used per cow varied with the size of the cow herds and the size of the farms. The larger farms kept more cows per man and handled more crops per man than did the smaller farms.



Variation in Labor Requirement on Farms of Varying Size

Item	20-1 ce	20-1 cows		COWS	: ll or less		
	: 1942	1941	1942	1941	19/2	1941	
lays of man-labor:	•		:		2		
Per cow	28.5	28,8	34.5	37.5	47.1	44.7	
Per acre	: 3.93	3.81	5.31	5.43	5.28	5.34	

These variations which show greater efficiency of man-labor on the larger farms can be partially explained by greater use of labor-saving machinery. On farms with 20 cows or more, 89 percent used milking manhines. On the 12- to 19-cow farms, 47 percent used milking machines. On the farms with less than 12 cows, 9 percent used milking machines. Other factors not covered in this survey may be responsible for a part of this difference

Total Labor Supply Maintained in 1942

Less labor was hired in 1942 than in 1941 on the 102 farms in Jefferson County. Family labor increased to make up the difference. Macu group of farms had substantially the same amount of labor both years.



Scuree of Labor Supply on Different Size Farms

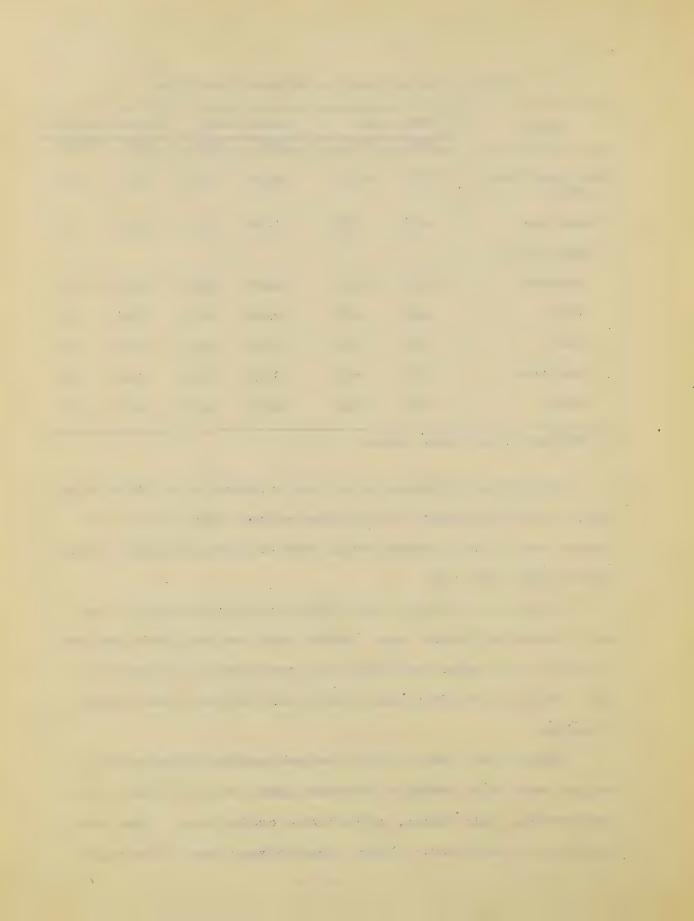
				12-19 cows 1942 : 1941		1961
Labor used (total months):	25.19	24.45	18.90	19.32	15.07	15.24
Hired labor	6.91	7.35	1.69	2.12	0.20	1.24
Family labor:						
Operator	11.20	11.05	10.40	10.36	11.27	11.37
Wife	1.28	0.93	2.20	2.14	2.84	2.02
Sons	5.45	4.89	3.79	3.83	0.45	0.40
Daughters	0.10	0.05	0.09	0.34	0.04	0.04
Other	0.25	0.18	0.53	0.53	0.27	0.27

^{1/ 102} farms in Jefferson County.

In recording the changes in the labor situation on the 102 including farms in Jefferson County, it was pointed out many times that the farm operator was putting in longer working hours and particularly that the was doing more farm work.

Not only had the wives worked more but also more months of later were furnished by farmers' sons. Several cases were found where sons were taken out of high school and college this year to help full time on the farm. These are sacrifices being made by farm families to meet existing pressures.

Figures given above on total labor used smooths out the picture of the peak needs which develop on individual farms, such as putting up have corn shredding, silo filling, and harvesting canning crops. These peaks must be met by more hours of labor, either by longer hours of the regular



been partly net by calling on farmers' sons on nearby farms or countries of small farms who could spare a few days labor from their own farm.

This source is still available to some extent. In years past it has been possible to get extra help from villages and towns when needed. In 1942 it was almost impossible to find men from this source. It is expected to become practically nemexistent except for some industrial workers no arm willing to help on the farm during their days off.

Farm Labor Force and Military Service

On Jefferson County farms in 1942, 20.4 percent of all labor on farms was provided by farmers' sons and hired men of military age (18-44).

The proportion provided by each is as follows:

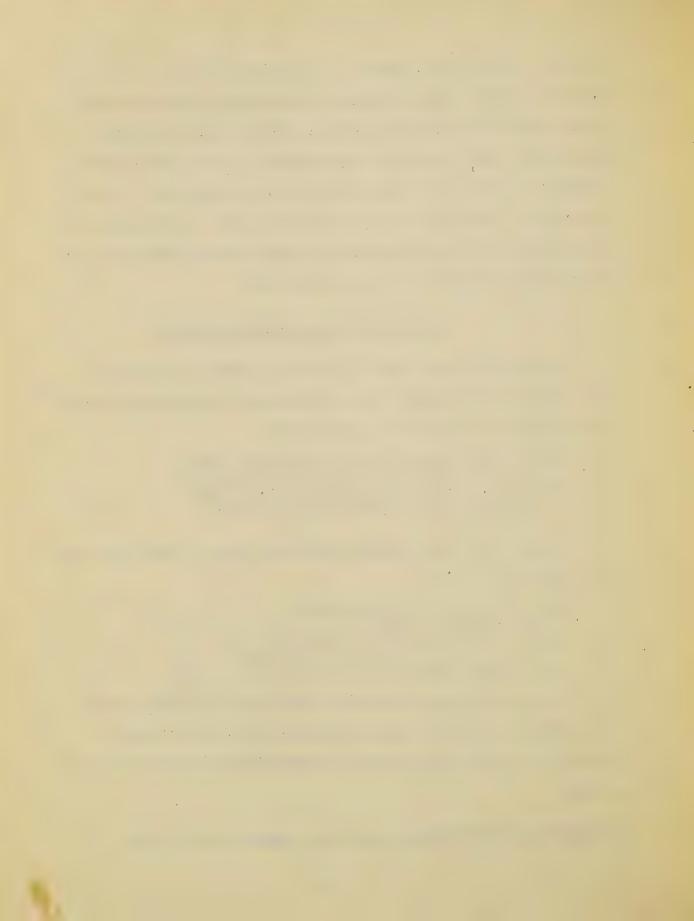
9.6 percent of all labor on Jefferson County farms
was provided by hired men of military age
10.8 percent of all labor on Jefferson County farms
was provided by farmers' sons of military
age.

The two draft board offices in Jefferson County provided the following information:

Total men called to military service	
to November 20, 1942	1,025
Number of farm boys called (estimated)	
Less than	100
Farm laborers deferred	645
	1 Washington Co.

On the 102 farms on which records were taken in Jefferson County, the following situation was found with respect to 46 farmers' sons of military age (18-45) who had worked on their fathers' farms in either 1941 or 1942:

I/ Farm operators of military age are not included in this figure.



1. Number drafted 1

2. Number enlisted 4

3. Number deferred 1

4. Not yet classified or not yet called 29

Uncertainty—a production obstacle: The fact that farmers are we certain about labor from sons or from hired men of military age is a very important hazard to production planning.

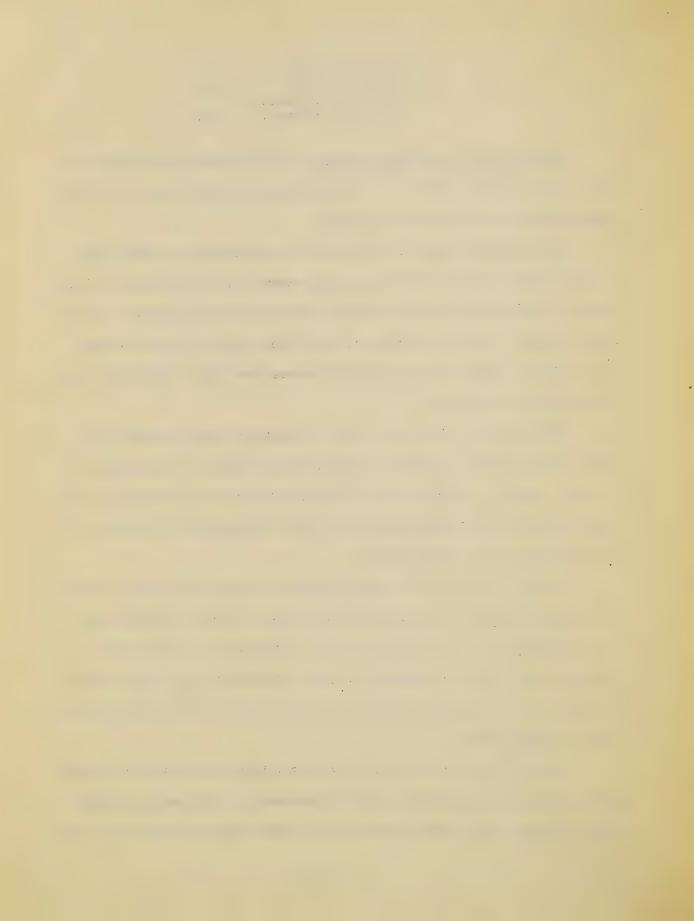
In Jefferson County 52 of the 102 farms surveyed used some labor in 1942 provided by men of military age, either sons or hired men, or both. None of these farms can plan definitely their production program for 1941 with a threat of losing a portion of their labor supply on short notion. This fact was emphasized by individual farmers from whom records were them and in the group meetings.

There is no evidence that actual disruptions caused by drafting farm hands in Jefferson Gounty has decreased production in the county up to date. However, the uncertainty of losing farm labor to military service has probably retarded expansion on some farms and has been a definite disrupting influence to farmer morale.

During the time of the survey (November 16-20, 1942) a pea canning factory was attemptin; to get acreage contracted for 1943. Farmers were very reductant to sign contracts because of uncertainty of farm later.

The field agent found it necessary to permit farmers to sign the contract with provisions to break the contract in case labor to carry out intention would not be available.

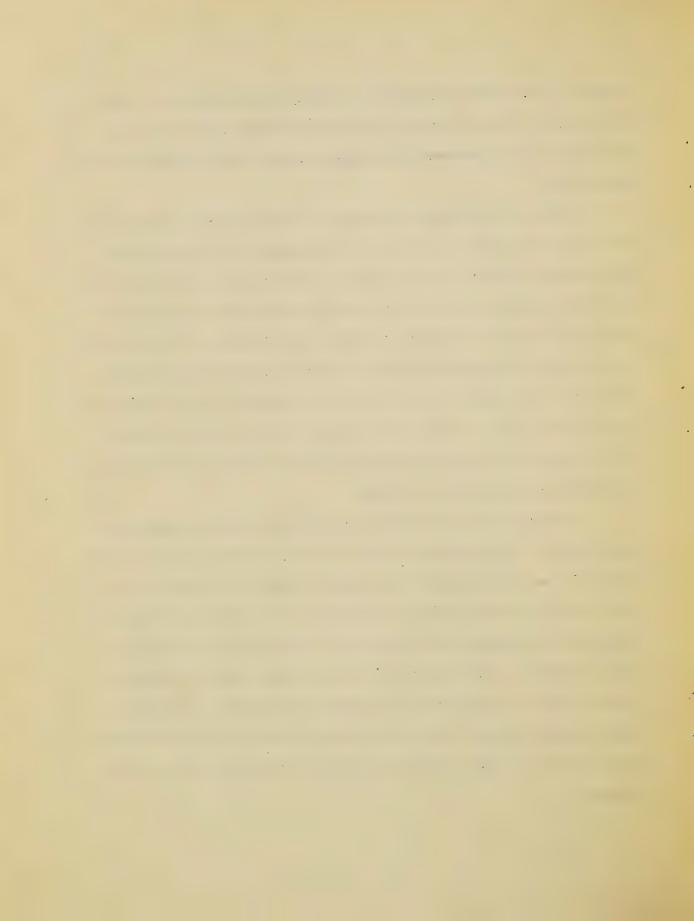
An effort will be made soon to contract hemp acreage in this general area, particularly Dodge County just to the north. Undoubtedly the farm labor situation will make it difficult to include hemp as a new crop in the



labor supply that can be relied upon throughout next year's cropping season will permit increased hemp acreage without curtailing other vital production.

A policy of deferment of essential workers on high producing for a full crop season or a full year was recommended in the meetings with groups of farmers. It is argued that such a policy would result in production expansion on the farms affected because they could plan production with greater certainty. Attention was directed to the fact that on dairy farms the care and feeding of herds to maintain high production calls for a high degree of skill that can be learned only from many production. Not all farm workers attain this high degree of skill. It is important that Selective Service recognize those skilled workers in classifying men for military service.

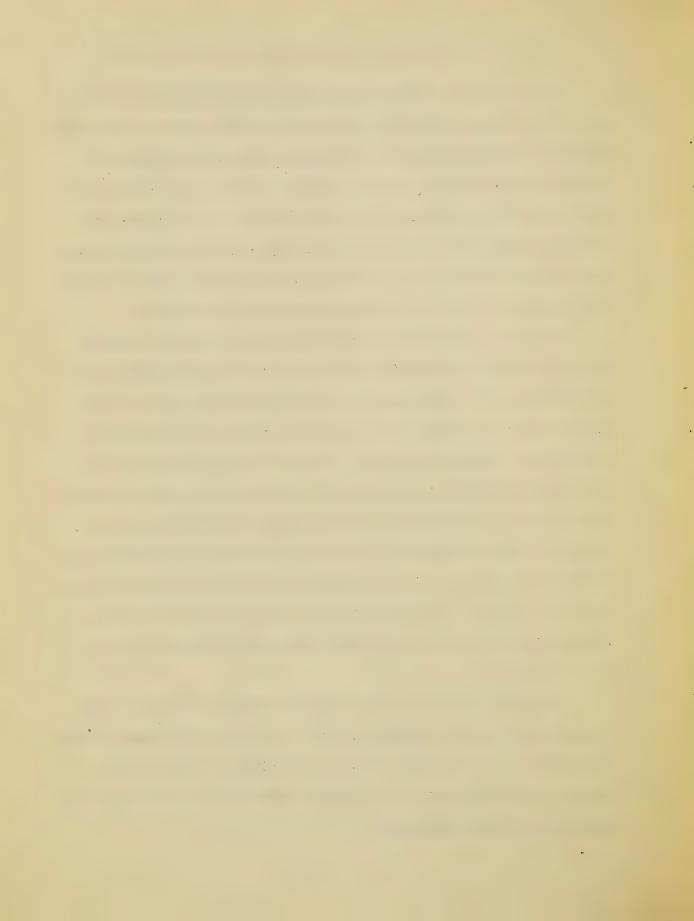
A supplementary agricultural questionnaire (40%) has just been issued by the State Selective Dervice Beard of "isconsin for use of load boards for reclassification of agricultural workers. The form was prepared "in collaboration with representatives of the "isconsin State Department of Agriculture, the University of Visconsin Agricultural Extension Division, the University of Visconsin Agricultural Experiment Station, the U. S. Agricultural Adjustment Administration, and other leading agriculturists." The information provided on this questionnaire will be used as a basis for classification or reclassification of form workers.



The January 1 to November 20, 1942, the Farm Placement Service of the U. S. Employment Pervice in Patertown, Wisconsin received orders from farmers in Jefferson County for 132 single workers of the regular or year-round type and for 29 married couples. The Placement Service was able to fill 82 of the orders for single men and 13 of the orders for couples—a total of 95 placements. In addition, 48 orders for day harman were filled—a total of 143 placements of farm workers. Lack of houding was the greatest obstacle to placing more married farm workers.

the total number of placements—single year-round workers, couples, and day hands—was 137. The manager of the U.S. Employment Service office stated as his recollection that the pressure of orders in 1942 was not significantly greater than in 1941. Whether this was because the need for workers in 1942 was not significantly greater than in 1941 or because of unawereness on the part of Jefferson County farmers that the U.S. Employment Service existed, is a question. According to the manager, no difficulty was experienced by the employment service in filling day—labor orders this season. The demand on the U.S. Employment Service office for seasonal farm labor in Jefferson County, the manager stated, is a very limited one.

During the interviews on 102 farms in Jefferson County, no farm operator volunteered a reference to the U.S. or State Employment Service in connection with his efforts to secure farm labor. Apparently the services offered by the U.S. Employment Service require further publicing if they are to be effective.



Theoretin farm wags rates in the past have followed form from your clouds: During the last year, however, farm maps rates into inmassed somethat factor than form prices. On October 1, 1547, When the mages severaged 29 percent higher than a year carlion. The income of
farm prices in Wisconsin increased from 155 to 176, or 21 points, during
the same period (see table 1 of appendix).

On Cotober 1, 1942, rams wags rates averaged 155 our worth and 22.20 per day on October 1, 1941. Wages paid, not including board, averaged 975.75 per month and 35.75 per day on October 1, 1942, 168 per month and 35.75 per day on October 1, 1942, 168 per month and \$2.90 per day a year earlier. 1/

In more reporting District VIII 2 average farm engas incremed 50 percent between outcome 1, 1942 and October 1, 1942. Monthly we see with brand, for inchance, increment from \$46.39 to \$60.45 (one bable 2 of appendix).

per month without black during the period October 1941 to October 1842
rose from 350 to 381 (265 increase); average rates per month with board
from 645 to 657 (\$14 increase); average duity rates without board from
\$12.70 to \$5.45 (\$0.75 increase); and average daily rates with board from
\$12.70 to \$5.45 (\$0.75 increase); and average daily rates with board from
\$12.70 to \$2.75 (\$0.55 increase). Wage rates in Jefferson County did not
advence as rapidly in 1942 as did map rates in crop reporting District

^{1/} Data from Grop Reporting Service, Walter Ebling, State Statisticians Crop reporters' estimates of locality wage rates (see table 1 of appendix).

^{2/} Includes the six south-central Wisconsin counties -- Dodge, Columbia, Dane, Jefferson, Green, and Rock.



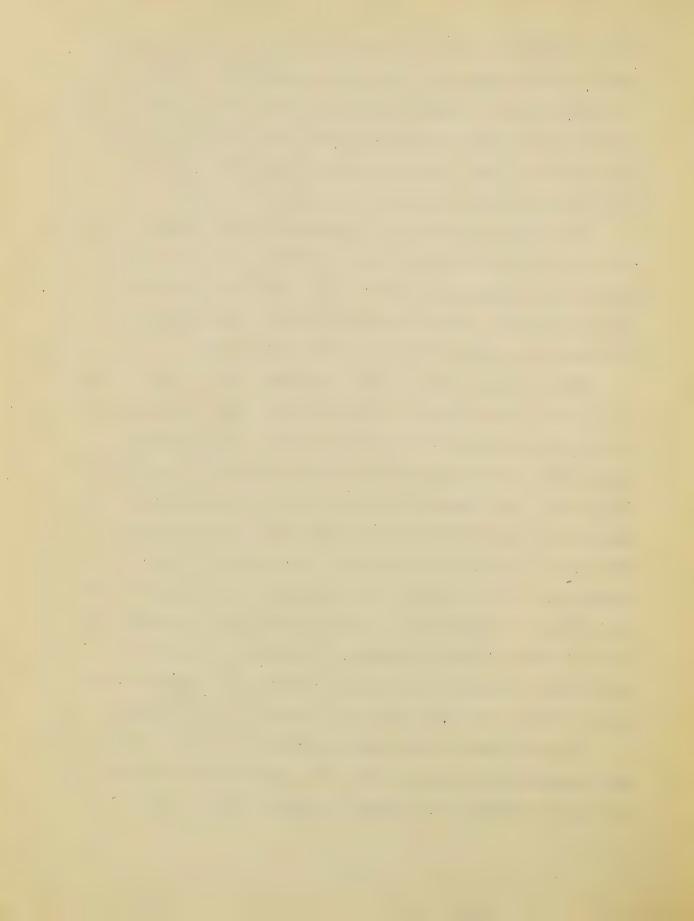
than in previous years, and a common wage or mode was less latinity.

This uncertainty as to common wage rates in 1942 is to be employed in periods of rapid change and results, in part, from the face that whose farmers who lost labor or wore threatened with less would effect out higher wages than those who had experienced no labor problem.

et the U. S. Employment Service office in Watertonn, Jenfarcon Journal indicate that monthly rates, without board, varying from 130 to 100 (cases, average \$70), were being currently offered, class monthly = 1.

on which some labor was hired. Out of the number hiring I box, only I hired married men and provided them with a house. Manthly mass I single hired men with room and board furnished average JES in 19:2 and 352.50 in 1941 (see tables S and 4 of appendix). Monthly most for married hired men who were provided a house and pergulation average JES in 19:2 and \$69.54 for 11 workers in 1942 and \$50.50 for 10 workers in 1941. Proquisites included, in addition to a house, milk, butter, \$500, 1000, 1001 electricity, and garden space. We estimates were made by individual areas on the value of these perquisites. It is likely, however, that total value, including a reasonable rent for the louse, which to \$550 month. Board and room for single men can be valued at \$550 per nomin.

The wide ranges in rates shown in tables 3 and 4 of the approximate characteristic of farm wage rates. The range in count wages care to be explained entirely by differences in workers' shility nor by rec-



quisites in addition to each. In order to show rages for cole-bodied

..., the ways to handcauped and internal, increasing the cole-bodied

tabulated superately (and tooks 5 of enpendix). Adult hunder of

ere were those not able to do a full man's work due to ige

cars, habitual dranksmass, or those montally slow or other constants.

Industrial Wage Rates Compate for Para Lubor

Composition with Jofferson County dalay farms for labor comments enly from industrial enterprises within the county but also for comment in the Milyaukee and Medison areas and elsewhere. According to the of the V. S. Emlevment Service office in Watertown, Missounin, Dis starting rate in that town for common labor at factory assembly work, fooding recitions to woodcorking ostablishments, and abrushmal well assembling as, in Possaber 1542, 20.50 to 20.55 per hour. The working week at Watertown regrayed 42 rours. In August 1942, according to State Industrial Commission, everege bourly earnings in Waterborn, Including al filed and unskilled workers, were \$0.654. At Port Atlanta also in Jefferson County, a starting rate of \$0.65 per hour - boim offered, with a 50 hour week provedling. However, the manager of U. S. Ingle, ont I reice office stated that at both Watertown and For-Attrinson incustria, unplowere had followed a policy of not and the from dairy firms. It was the opinion of the manager, moreover, that current rates a mun with a family would receive a larger real important deiry fare cooleyment than at unskilled industrial labor in Jofferson County or in the more distant industrial areas within the State.

In the case of unmerried men, or couples without children, how the competitive situation differs since in this case employment that



district of the U. S. Employment Service, according to the analogous manager of the district office, starting rates for unskill d 100...

general factory work run from \$0.60 to \$0.65 per hour. In the case people with some mechanical knowledge, such as might an included with farm tractors or other actorized squipment, tarting the solution of the individual, an incomprised squipment, beginning as the type of solution with farm tractors or other methods are the type of solution.

Working hours per mack in the Milwanks area was attacked to the start of formation of the individual. Thus the competitive threat is the same was attacked to dairy workers has been one of some significance.

Military service paying (50 per month, plus room, board elothes, offers significant competition for single min of military and

Only three some from the 102 for a chudied the had noted and fare in 1941 or 1942 had left to take work in in injustrial and were driving milk trucks this year that worked Aul time on the gran. No record was taken on the day laborers who worked an item and who may have later taken industrial ampleyers.

III. EFFECT OF LABOR SUPPLY ON PRODUCTION

Although the total labor supply on firms in Jefforson to may substantially the same in 1942 as in 1941, sees. In some and other livestock were kept. This increase put additional communication even available labor.



On the 102 farms, the changes in livestock were on lower

	1942 Number	1941 Number	Change Percent
Cows	2,037	1,949	
Heifers (freshened)	414	340	621.7
Hogs fed out	1,697	1,341	-€26.5
Hens	13,515	12,705	₹ 6.4

The larger farms increased livestock numbers more than the small farms.

Change in Livestock Numbers from 1941 to 1942 on Different Size Farms 1/

Item : 20s come		: 12-19 coma		e 17 on 1890 etc.		
Cold to the State	1942	1941	1942	1 1941	9 10ME 1	3563
Cows	26.6	25.4	16.4	15.5	9.6	10.2
Heifers (freshened)	\$ 5.2	4.7	3.6	2.5	1.8	1.8
Hogs	: 51.0	24.0	6.0	4.0	8.0	7.0
Hens	: 109.0	105.0	169.0	161.0	80.0	55.0
Crops in 1942: Corn (acres) Small grains (acres) Hay (acres) Special crops (acres) Size of farms (acres)	: 31 : 36 x 34 : 43 : 192.1	2/ 2/ 2/ 192.1	20 21 21 1.0 106.8	2/	14 15 24 0.8 85.7	यायायाम्

^{1/ 102} farms in Jefferson County. 2/ Crop acreages not recorded for 1941.

Tstimates of numbers of milk cows for Tisconnine Since Jamus, 1, 1937, the number of cows in the State has increased steadily up to June 1, 1942. Taking January 1, 1939 as the base equal to 100, the relative



numbers of cows estimated for the State were as Tollows: 1/

1937 - 98.0 1938 - 99.0 1939 - 100.0 1940 - 103.0 1941 - 105.0 1942 - 108.2

Crops have been better than average for the past 6 years. This has encouraged the raising of heifers and less culling of cows.

Sale of Cowa

Prices of milk cows in Wisconsin, as reported by the Misconsin.

Crop and Livestock Reporter for October 1942, have increased since 1955.

In 1959 the average price per milk cow was \$70.60. In August and Suptember 1942, the price was \$115, or 60 percent above the price in 1959.

A number of fermers in the county reported prices of \$150 and over for good cows. Beef cattle prices per 100 pounds increased in approximately the same proportion—from \$5.95 in 1939 to \$8.60 in September 1942.

Obviously good milk cows are not being sold for beef so long as they will sell for more as milk cows. A very strong depend from cow buyers filling orders from many states keeps cows from reaching the stock yards unless they are no longer productive milkers.

Records of cows sold for slaughter on the 102 farms surveyed in

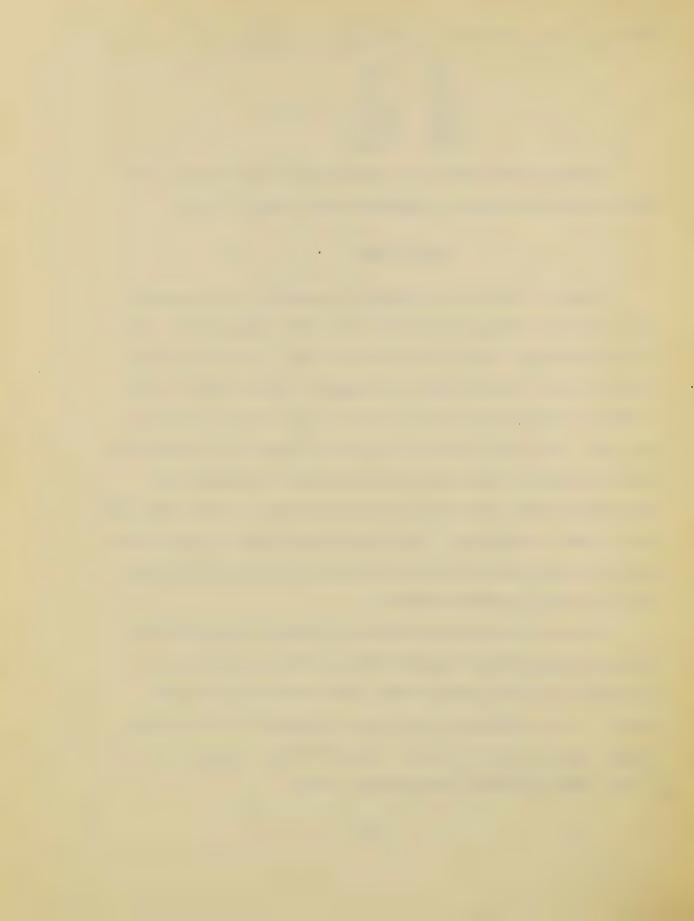
Jefferson County were not abnormally high. Cull cows to the extent of

10 percent of the total number of cows in the hords were sent to the

butcher. Only two cases were found where cow numbers were directionally

reduced because of labor shortage. One herd of eight cows was sold after

1/ Data from Agricultural Statistician's Office.



the hired man left—all seven cows going to the butcher. There was no evidence on the other 100 farms that more than normal numbers of oull cows were going to slaughter.

Roceiots of Cattle at Milwaukee Stockyards

The increase in cow numbers as shown by the farm survey in Jaillanon County, and by the estimates of the State and U. S. Department of Agriculture is also consistent with the cattle receipts at the Kilwaukee atophy yards since 1938. These cattle receipts are indicative of the numbers of cows culled. Again taking 1939 as the base year equal to 100, the relative cattle receipts were as follows:

1938 - 103 1939 - 100 1940 - 93 1941 - 91

Beginning with February 1942, each month of this year has shown more cattle marketed at Lilwaukee than for the same month in 1941. In September and October, the receives of cattle were higher than for the same months of any of the previous 4 years. For 9 months of 1942, the total number of cattle received was 15.5 percent above the number received for the same months of 1941, and 2.6 percent above the number received for the same months of 1939.

Low rates of culling for several years must be followed by higher rates of culling. Apparently the turning point came about February 1942, and may have been increased by the heavy frost early in September. This frost materially lowered the yield of soybeans and lowered the quality of the silage.



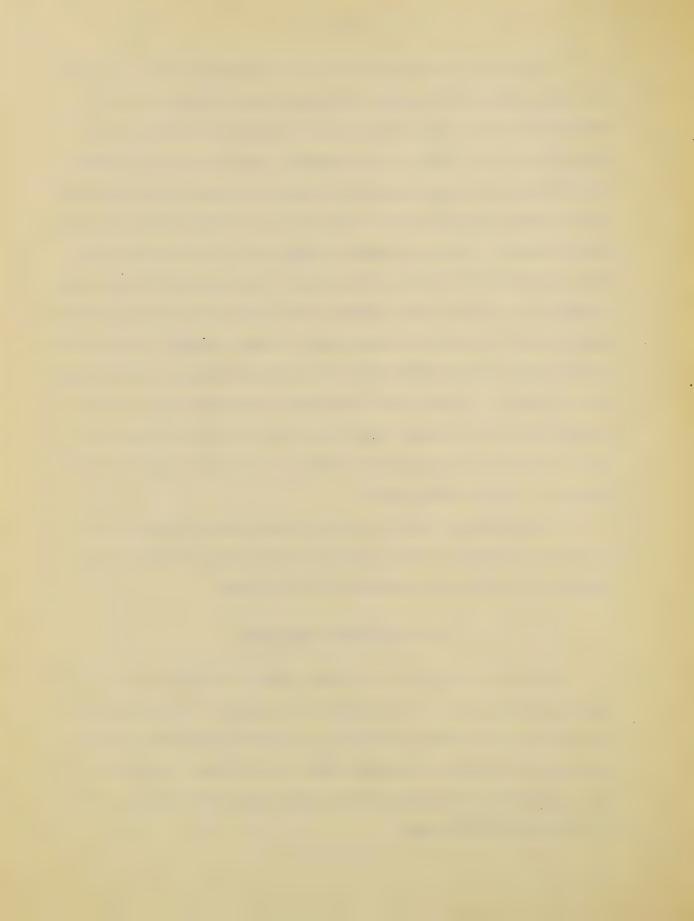
have been made in recent days at the County Agent's Office and it is financing and loan company office at Fort Atkinson by persons in Atta farms to rent. Mr. Potter of Fort Atkinson, who has financial auctions and other sales for many years in the county, was able to give information on 18 of the 20 sales that were advertised in one of the local opportunities accounted for 6 of the 18 farm sales. One farmer had the sale of in order to get sheed of gas rationing (the peak of sales comes in February since March 1 is the usual beginning date for farm leades). At one median the new renter bought 13,000 worth of the cattle, feed, and a chinary sole at the auction. In smother case the suction represented only a sale of surplus cattle that had been bought last spring and grazed during the summer. In two cases farmers were moving on to smaller farms and that of dispose of a part of their hords.

A surplementary report on farm anotions covering three or four counties in Tisconsin is being prepared by the College of Agriculture.

Preliminary results are in agreement with the above.

The Trend in Milk Production

almost 3 percent above a similar period last year. 1/ Production during the first half of the year was heavy but production during July, August. September, and October was slightly below that in 1941. The trand in milk production for Tisconsin was also heavy during the first part of the 1/ See table 6 of appendix.



year and lower the last part of the year, but 15 and near the holom the 1941 level until October.

Three samples of 10 farmers each were taken in Jufferson County.

The samples of 10 farmers producing Grade A milk and of 10 farmers producing for a creamery showed heavy production early in the year and none-what lower production in July, August, September, and October. 1/ sample of 10 farms producing for a choose factory showed much loss decline in production in the summer and fall menths. The production in 1942 was about 3 percent above 1941 for the group.

widely as that paid for other uses. It is likely that these producers are less affected by changes in feed prices relative to milk prices. In feed-wilk price ratio for Tisconsin was much more favorable in the number of 1941 than in 1942. In fact, the ratio was the most unfavorable in April, May, and June of 1942 of any months in the past 2 years. This is all probability had much more effect on production than scarcity of laborate the number of cows kept on farms in 1942 was larger than in 1944.

Milk Prices

Prices paid for milk reached higher levels in 1901 and 1902 in

Jefferson County than at any time in the past 5 years. By Catcher 1941,

the price paid for milk delivered to a local chaque factory was 2.15.

Filk to Grade 4 receiving stations reached a high of 2.61 in November 1941. Prices declined from that time until September 1942 when the arts for Grade 4 milk reached 2.62 and advanced to 2.81 in October. Summed variations in average milk prices for "isconein were quite similar for 1/2 See table 7 of appendix.



the 2 years. 1/

Prices for milk in Jefferson County were higher during the first 5 months of 1942 than in the later months, as compared with prices last year. Prices to cheese factories were actually lower in 1942 during during July, August, September, and October than a year and. Orade A milk prices however, were higher in 1942 than in the same months in 1941. They was relatively higher during the winter months than during the successful.

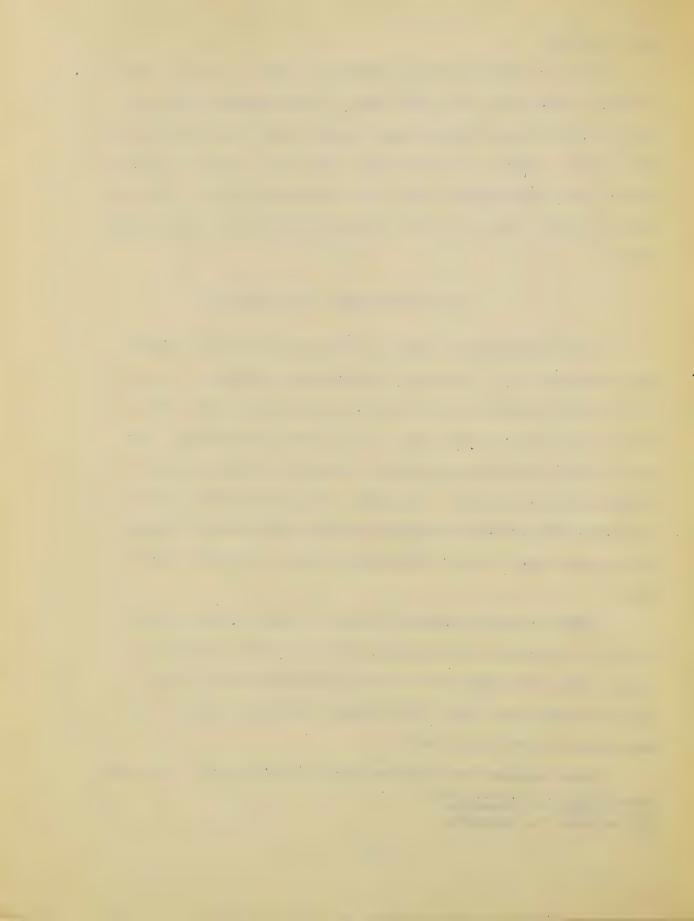
Prices of Feed, Seed, and Fortiliser

Prices for concentrate feeds in Jefferson County were higher in 1942 then in 1941. 2/ The increase ranged from an increase of 2 parcent for 58 percent dairy ration to 75 percent for contented real. Oil and and browers' grains increased only 7 and 9 percent respectively. Bran was not being fed as much as in 1941, it being largely displaced by browers' grains and oilmeal. Old soybean stocks were largely deplaced by by November 1942 and the new crop was not yet on the market. Nove feeds of all kinds except bran and middlings were being sold in 1942 than in 1941.

Almost all seeds increased 20 percent or more in price from 1941 to 1942. Alfalfa seed increased from \$13.80 per bushel to \$22.50 per bushel to \$22.50 per bushel; clover seed from \$9.60 to \$12.50; sweat clover from \$4.05 to \$8.40; and hybrid corn from \$4.50 to \$5.50. The price of hybrid word was expected to be \$6.50 in 1943.

Twine increased from \$3.95 per bale to \$4.00 per bale. Fortilize

^{1/} See table 8 of appendix. 2/ See table 9 of appendix.



Fertilizer with an analysis of 3-12-12 sold for (39.80 in 1941 and (40.50 in 1942. One with an analysis of 0-12-12 was (34.10 in 1941 and (31.60 in 1942.

IV. POTENTIAL SOURCES OF LABOR SUPPLY

The greatest potential source of labor supply, of course, is from farm families within the community. As has been pointed out, only 12 percent of the total months of farm labor on Jefferson County forms was hired in 1942.

Over half of the men hired by the month were either mon whose usual occupation is working on farms or who were former farm operators. Only a few have come directly from cities or villages. Of the day hole, account half are boys from neighboring farms or small farmers who can space a days from their own farms.

Skepticism was generally expressed concerning the possibility of getting satisfactory help from professional people, high school statement, or other residents of villages or cities, unless such persons had had farm experience at some time. A few indicated that they had tuled such help and had not been satisfied. They reported that beye, in particular, were restly interested in driving tractors or handling other rachinary, and that the period of work was too short to justify training them for such work. Youthful workers present the same kind of problems to an employer that they do to their own parents. Farmers with a knack for good supervision make good use of high school boys.

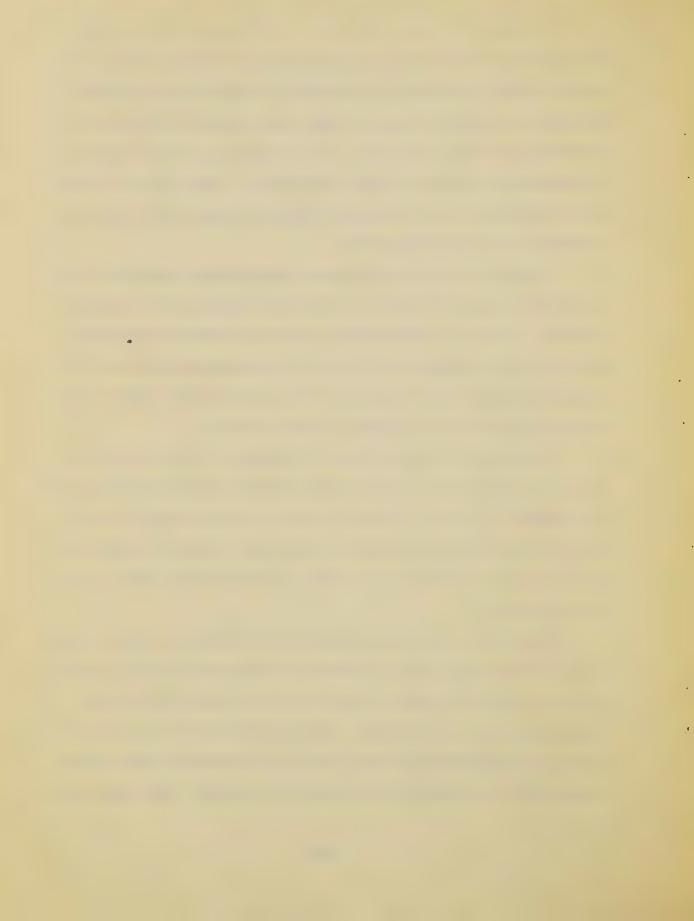


In a number of cases, relatives of the farm operator, who had left the farm for other work or as nonucrives in villamos, belowed having or other busy periods. One operator commented that he believed there were many retired farmers who might help greatly if they could be prevailed upon to work for a wage. Many of these are already working on farms operated by members of their own families. Several man in took the month and day work groups had regular nenfarm jobs but worked part days, weekends, or odd days at farm work.

A majority of the farm women are doing more farm work than in the past, but the amount they can do is definitely limited by the necessary housework. In one or more instances, farmers are hoping to him girls from villages or elsewhere to do part of the housework so that the farm women can do more of the form work. A few cases were also found of a momen hiring out for corn picking or other farm work.

In any case, it appears that, if the supply of labor is reduced from the present level, or if increased production of agricultural production is attempted in the area, farmers will have to arrange somehow to make use of a still greater proportion of workers who, because of youth, and sex, or physical condition, are not well qualified for the armed services or for industry.

of men of 45 or over, boys, and physically handicapped men; also, many of those men from 20 to 44 years of sge have failed to pass the physical examination for the armed forces. Thus less than half of the men hired, either by the month or by the day, are to any substantial degree subject to the draft or are likely to be drawn off by industry. This composition



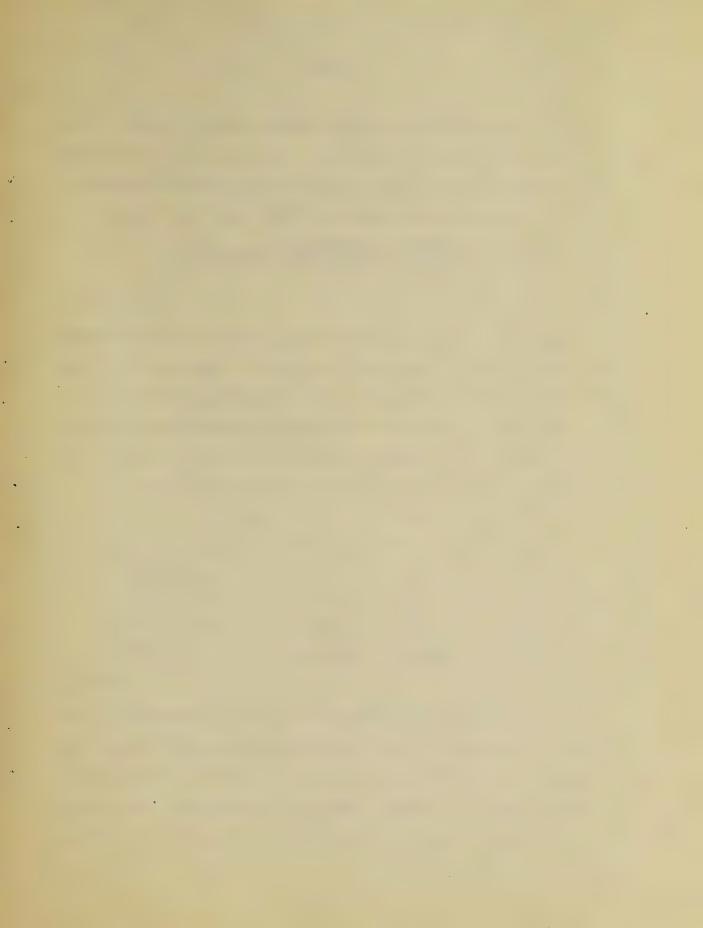
of the hired labor force is to some extent the result of adjustments already made to the limited labor supply. It may also be an indication of the sources which must be looked to for maintenance of the necessary labor force in case of further depletion. The age distribution of the men, hired in 1942, for whom this information is available, is as follows:

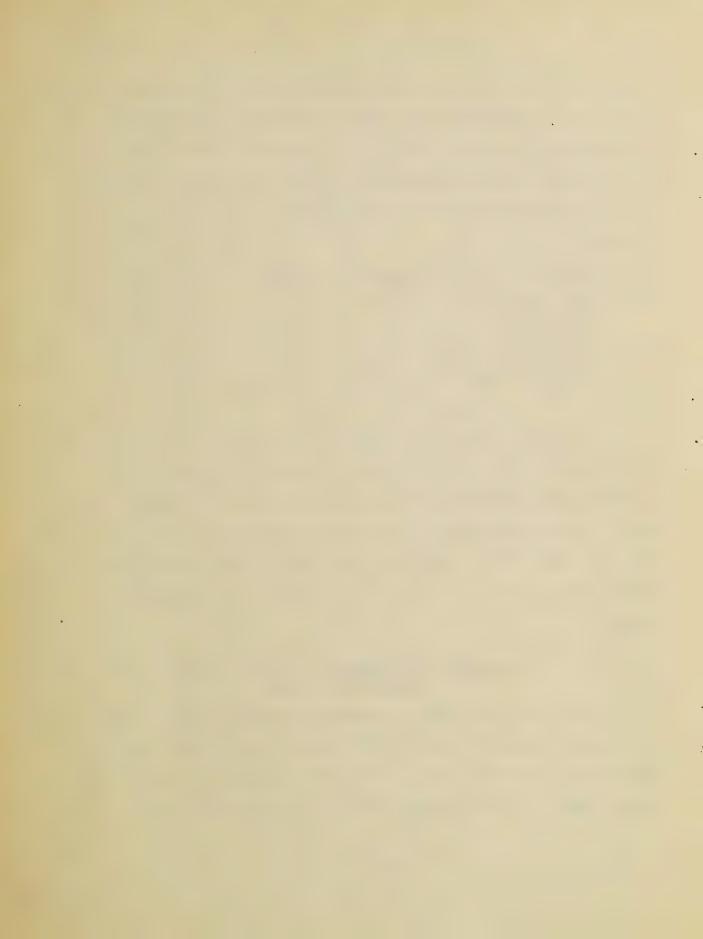
Age group	Honth help	Day help	Total
Under 18 years 18-44 years:	10	8	18
Able bodied	20	14	34
Handicapped	6	1.	7
45-59 years	6	3	9
60 years or over	4	8	12
Totals	56	34	80

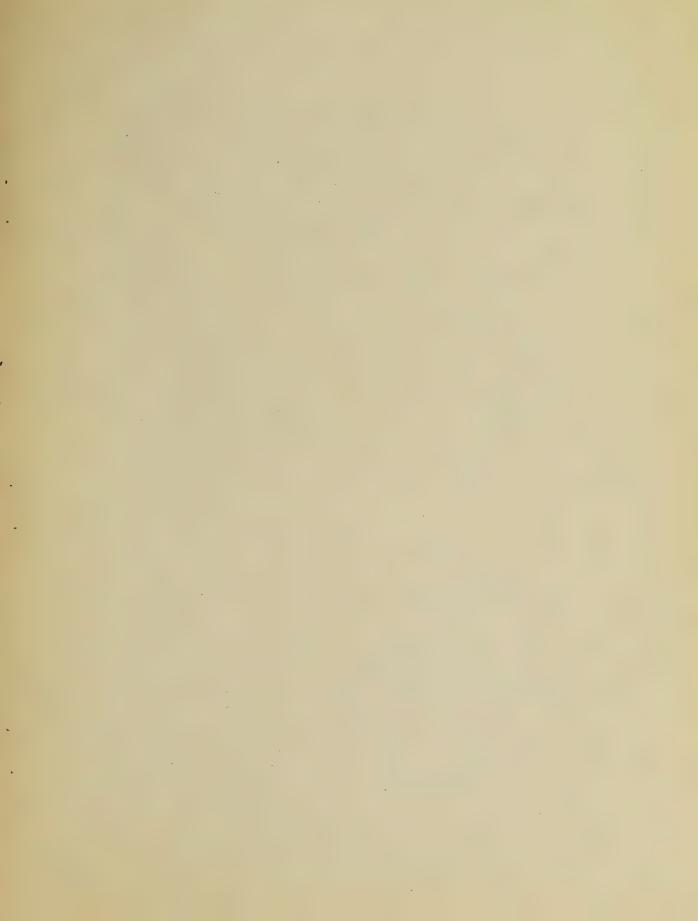
Very little experience has been had in this county with farm help from outside the area, such as northern "isconain. There appears to be a feeling—with virtually no evidence to support it—that such help would be inferior in ability or inchestry. If arrangements could be as it for a few good workers of this type to come into the area, a considerable demand for such help might develop as the supply of local labor grown scarcer.

Recruitment of Dairy Torkers from Outover Areas of northern Wisconsin

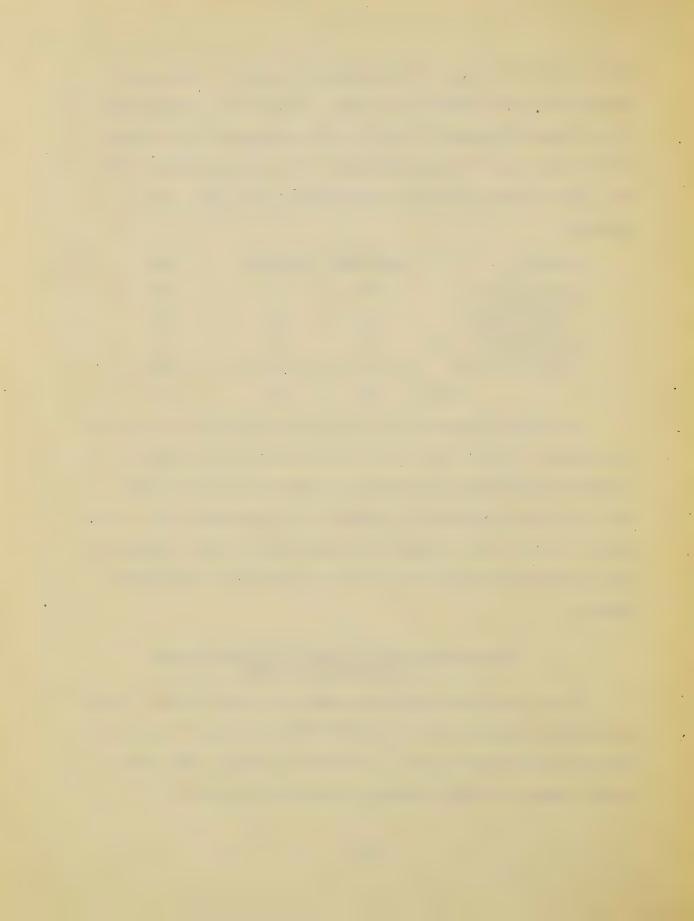
be possible to recruit dairy workers for farms in southern Tiscombin from the cutover areas of the north. A preliminary survey in seven town of Oneida, Forest, and Price Counties was undertaken by the BAT, the U.











Employment Service, the Agricultural Emperiment Station, and F.S.A. In these towns was found a total of 205 employable makes 16 years of age or older, who were likely prospects, because of underemployment in their present status, for employment elsewhere. These makes constituted 22 percent of the total number of employable makes of that age. Of the 205 underemployed persons, 94, or 46 percent, were farm workers.

The possibility of recruitment in the cutover arms having been demonstrated, a survey was made of the conditions of demand in Manitomore County. I number of definite job openings for dairy workers were found to exist, and definite orders for year-round farm couples and alugle hands were obtained. Subsequently a few experimental placements of persons from the cutover regions were made in Manitower, Marinotte, Brown, and Outagamie Counties.

In October 1942, it became possible for the Farm Security Administration to assist in financing transfers of farm Isborars to areas where they were needed. In cooperation with the above-mentioned agencies, a promitment program was undertaken in Price County, the workers to be placed in Dodge County. At the time of this report a total of 46 farm coupled and 29 farm hands had been registered in Price County as fully qualified and available for referral; of these, 24 couples and 14 farm hands had been referred for placement in Dodge County, at rates ranging from 70 par month upwards in the case of the married men, and from 50 to 850 in the case of the unmarried farm hands. Recruitment is new to be extended to other counties in the cutover area and orders are being secured from other counties in the south. The Farm Security Administration and the U. S. Employment Service is planning to expand this program, in muticipation of the needs in 1943.



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1941	: 134	: 146	: 147	102	: 111	:468,359
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February	: 111	117	: :	90	: 94	
March	: 111	119	:	90	2 96	-1
April	: 118	123			: 98	
May	0.00	131		6/	103	- 1
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1/ Base for index number 1910 - 1914 - 100.

Z/ Bulletin 221, Grop Reporting Service, Madison, Misconsin, p. 129.

Source: Wisconsin Crop and Livestock Reporter, October 1942.



Append table 2. Aver ge wage to for red la or in Wisconell, rep we ing

1/ Crop Re	be		April	ner.	1942		October	July	April	January	1941		October	July	April	January	0767		October	o'uly	April	vanuary	1939	October	July	7.40	K. DNU	1000	J 2	The second state of the se	year	500	The story	The second secon
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Dane, Jefferson, Green and Rock. Source: State Crop Reporting Service, Walter Ebling, State Statistician.



Appondix table 3.- Wages paid able-bodied mon 1941 and 1942 Jefferson County, Wisconsin

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60-		2	:	2	:	6. 1	40/11/04
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90	2	400 400		400 100	:	2 :	60 (01
Average rat	:68	(\$55)	2	(\$52.50)	1	(\$69.54):	(\$53,50)

bourses dura schodules taken hovember 17-20, 1942.

Appendix table 4.- Wages paid able-bodied men 1941 and 1942 Jefferson County, Wisconsin

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por L	BN" 1	1845	1	1941	9	1942	1	1561
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5.00	2	900 400	ŧ	60.40	2	7	:	979 400
Avorage :	re.te:	(\$2.76)	:	(\$2.07)	1	(\$3.47)	:	

Source: Farm schedulos caren Morembor 17-60, 1942.



Appendix table 5.- Wages paid handicapped adult workers and youth, with board and room furnished, 1942

Jefferson County

vates	8	Fundlenpped a	Youth
per month	\$	workers :	
collars	6	membar	<u> </u>
10	\$	Aut tod	1
18	\$	1 :	ent est
20	2	2 :	1
22	2	en co	1
25	2	60105	4
30		1 :	2
35	2	3	ter es
40	8	2 1	2
45	2	1.	800 400
50	2	1 :	907 009
55	8	1 :	400 900
Averago rate	2	(\$35,25)	(\$26.54)

Source: Pam schodules poten loverbur 17-20 1041.



Table 6.- Total production of 30 farmers, Jefferson County, and daily milk production per farm, first of month, and feed-milk ratio, Wisconsin, November 1940 - October 1942

e alter day.	Entertaile that the set the section of the section	Jeanneon	Comply 3	THE STATE OF STATE	7keemsin	17
		total 30	farmers :	Daily milks		Pounds of
	Numitis :		a Porder Gr	bacgin grout		scaling ration
	FIDIO \$	Production	: of :	per ferm :		:100 lbs. of
	Dec 3.	A at the ball of the ball of	e lask e	fireboof r	last year	10.00
**********	AND THE WORLD STREET STREET STREET STREET STREET	A Section 1 To 100 March 11 at	t your :	month:		s bugg
		Pombos	rcont	Pounds	Percent	
1940	- November	370,292		23.7		
	December	454,920		211		
1941	- January	505,412		231		134
	February	492,412		252		1.88
	March	558,525		266		135
	April	551,230		294		136
	liey	575,860		323		148
	June	494,389		391		154,
	July	411,037		355		158
	August	345,234		298		156
	September	330,735	. 1	272		3.45
	October	419,313		245		2.58
Nov.	1940-0ot. 1941	5,509,389				
	November	438,701	113	236	1.09	158
	December	499, 341	110	233	110	147
1942	Jamiary	546,208	108	252	109	3.86
	February	518,476	105	278	110	126
	March	583,684	104	294	111	11.7
	April	569,029	101	323	110	118
	May	603,893	105	343	106	111
	June	499,806	101	396	101	113
	July	382,990	93	367	103	227
	August	326,845	95	300	101	125
	September	525,378	98	272	100	131
	October	396,059	94	235	97	
How.	1941-0et. 1942	5,690,710	103			

^{1/} Wisconsin Crop and Livestock Reporter



Table 7.- Deliveries of milk from 10 farmers producing milk for cheese making, Grade A milk and for butter production,

November 1940 - October 1942

and a section of	lionth and year	producing for cheese factories	of last	: 10 inmore i growwing b. Grade A :milk	of last	for butter meking	of la
				CONTRACTOR AND ADDRESS			
1940	- Novembor	97,348		116,527		156,417	
	December	140,604		145,886		168,430	
1941	- January	155,537		157,330		192,545	
	February	148,230		158,582		185,600	
	Ilarch	162,954		173,872		221,699	
	April	154,306		163,538		233,386	
	Liay	149,322		173,601		252,937	
	June	122,031		150,819		221,549	
	July	81,457		126,126		203,454	
	August	48,515		109,345		187,374	
	September	57,099		100,167		173,469	
	October	84,441		117,978		216,924	
Nova	1940-Oct. 1941	1,401,834		1,693,771		2,413,784	
	November	110,721	113	127,818	110	200,162	J.
	December	144,384	103	148,828	101	206,489	1.6
1942	* Januar	161,102	104	165,861	105	219,245	3.1.1
	February	158,402	107	159,413	101	200,661	3.04
	Harch	170,421	105	178,051	102	235,212	100
	April	153,499	100	171,491	105	244,039	300
	May	159,335	106	186,297	107	258,261	
	June	124,620	102	154.818	103	220,368	
	July	79,769	98	118,518	94	184,706	
	August	50,871	105	97,403	89	178,571	
	September	58,127	102	89,876	90	177,375	
	October	86,851	103	115,029	98	194,179	
*** ** ** **	1142 -Get-1953		204	1,713,005	101	2,519,560	3.06



Table 8.- Prices paid to farmers for milk delivered to cheese factories and Grade A receiving stations in Jefferson County and milk for all uses in Wisconsin November 1940 - October 1942

	3	Joilerson	County	A second second second second	Ticen	
The dam	t Cheese	factory :	Grade	A	: All us	es 1/
Dave	Dollars	: Fot. of :	Dollars	Pet. of lust yr.	lollars	1 3005 1
1940-November	1.45		1.98			
December	1.50		1.90			
1941-January	1.37		1.69		1.55	
February	1.32		1.69		1.48	
March	1.35		1.70		1.50	
April	1.46		1.80		1.56	
May	1.60		1.85		1.66	
June	1.70		1.89		1.78	
July	1.88		2.10		1.86	
August	2,00		2.15		1.99	
September	2,10		2.47	`	2.15	
October	2.15		2.55		2.23	
November	2.15	143	2.61	132	2.29	169
December	2.15	143	2.56	135	2.31	158
1942 - January	2.10	153	2.50	143	2.30	153
February	1.97	149	2.38	141	2.19	141
March	1.63	135	2.29	135	2.06	124
April	1.79	123	2.28	127	1.98	111
Llay	1.78	111	2.15	116	1.94	117
June	1.77	94	2.11	112	1.91	10%
July	1.77	94	2.28	109	1.94	104
August	1.85	93	2.46	119	2.02	108
September	2.00	95	2.62	106	2.10*	98
October	2.10	98	2.81	110		

^{1/} Wisconsin Crop and Livestock Reporter, October 1942.
Preliminary



Table 9.- Prices of feeds, twine, seeds and fortilizers in Jefferson County, 1941 and 1942

		8	\$	1942 as a
Item	: Unit	: 1941	1942	T- a-
	tare-conservation scales	Dollars	Dollars	of 1941 Percent
		transferritementalistic mapping	Entherson-administra	the first in fact that the first that
Bran	Cwt.	1.75	2.00	114
Standard Middlings	Cwt.	1.75	2.10	120
Brewers' grains	Cwt.	1.75	1.90	109
Oilmeal	Cwt.	2.25	2.40	107
Cottonseed meal	Cwt.	1.50	2.60	173
Soybean meal	Cwrt.	2,15	2.40	112
16 percent dairy ration	Curt.	1.80	2.00	111
32 percent dairy ration	Cwt.	2.65	2.85	104
38 percent dairy ration	Curt.	2.70	2.75	102
Twine	Bale	3.95	4.66	118
Alfalfa seed	Bu.	13.80	22.50	164
Clover seed	Bue	9.60	12.50	130
Timothy seed	Bu.	3.00	4.50	133
Alsike clover seed	Bu.	11.10	14.50	130
Sweet clover seed	Bu.	4.85	8.40	2.73
Hybrid corn	Bu.	4.50	5.50	122
Soybeans	Bu.	1.75	2.40	137
Wheat	Bu.	1.65	1.97	120
Oats	Bu.	•65	.95	146
3-12-12	Ton	39.80	40.30	101
0-12-12	Ton	34.10	34.60	101

a

Appendix Table 10.- Size of farm and source of labor 1941 and 1942. (Farms grouped by number of milk cows.)

Jefferson County, Wisconsin

	nitte expansion	20 or	V8 :	e	= 19 ows	1 0	ows
	S. All West State	1942	1941	1942	1941	1942	: 1941
Farms in county 2/	4		conf	1291	1/	1107	3/
Number farms surveyed		44	44	47	47	11	: 11
Size of farm (Average per farm) Acres	3	192.1	192.1	106.8	106.8	85.7	: 85.7
Cows Heifers (Freshened) Hogs		26.6 5.2 31.0	24.0	3.6	2.5	1.8	10.2
Grops in 1942 (Average per farm) Corn (acres) Small grains (acres) Hay (acres)	2 2 2	109.0 : 31 : 36 : 34 :	epol f	20	1/	80.0 1 1 1 1 1 1 1 1 2 4	1/
Special crops (acres) Labor used (total months per farm) Hired labor	3/1	25.19:					15.24
Family labor: Operator Wife Sons Daughters	3 3 3	11.20 1.28 5.45	11.05: 0.93: 4.89: 0.05:	10.40: 2.20: 3.79: 0.09:	10.36 2.14 3.83 0.34	11.27 2.84 0.45	: 11.27 : 2.02 : 0.40 : 0.04
Other Milking machines used (percent)	8	89			47	9	9

^{1/} Not obtained.

Data from office of State Agricultural Statistician.

labor of women, children and handicapped adults is shown here in months equivalent for labor of a man.